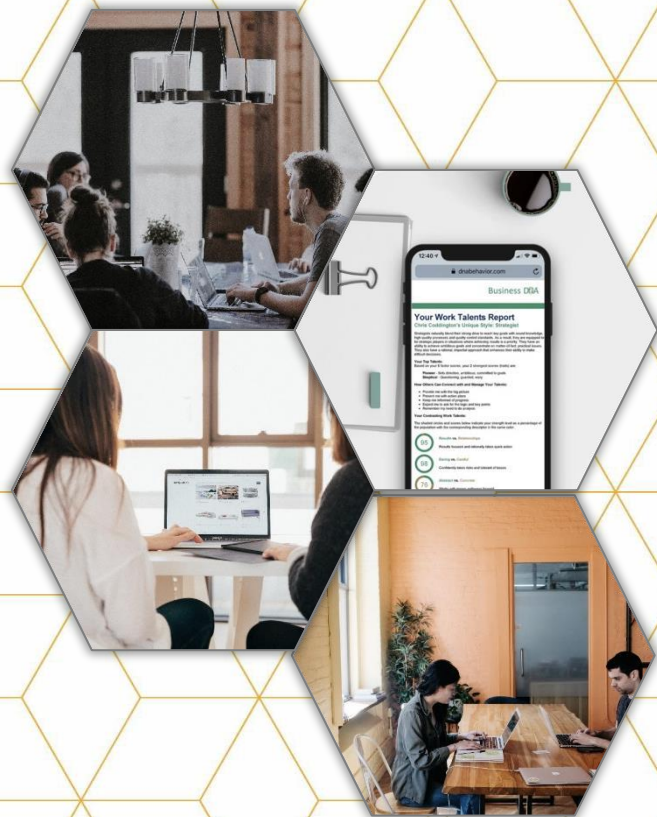


The Art of Managing Cautious Team Members



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Managing Cautious Team Members

Having strong working relationships in business is critical to success. Teams should function well to produce results. As a leader, part of your role is to manage relationships with behavioral insight to navigate potential clashes of personality and behavior.

Cautious team members are calculated and conservative and need certainty to function optimally. Managed well, they are an asset to the business as they introduce caution when others are risk-takers. They spend time considering all the options before they add their support to a venture. Under pressure, cautiousness can turn into indecisiveness, delaying decisions unnecessarily. This stance can trigger immense frustration in those around them and, if allowed to escalate, could sabotage opportunities to advance.

As a leader, you must gain a deep insight into cautious team members. You will discover they are thoughtful, often conservative, and being around risk unsettles them. They need certainty before making decisions. Moreover, they want time to process the consequences of any decisions they make. They don't want to be seen as making mistakes. The more others are risk-takers, the more likely they are to become extremely cautious and resistant to any form of change.

Cautious Team Members Can Paralyze People

As a leader, you must balance the various needs of the team's work with behaviors that might get in the way. Individuals who are very cautious and are not managed appropriately can have a negative impact on delivering results. Finding and maintaining a good balance should begin with understanding your own leadership and behavioral style.

Every leader has their share of bias and wrongful employee perceptions, some of which may be difficult to correct. If, for example, your leadership style is that of a risk taker, you must manage the differences between yourself and your cautious team members. Risk-takers often avoid cautious people because they don't want to hear negative responses.

Others see cautious people as revealing insecurities, fears, and anxiety. Faced with making speedy decisions, they will resist and sometimes become resistant to proposed changes. This is when you as a leader need to see the big picture and assess what can be done to allay the cautious individual's fears and take them along with the rest of your team.

It is important to 'read' their reactions to manage cautious individuals. Very often, cautious colleagues suffer internal confusion and panic when surrounded by or managed by less cautious people. Therefore, it is easy to understand the importance of all team members and leaders having a deeper understanding of what makes themselves and others tick.

Being cautious in business is a necessary safeguard against failure. Leadership should value and listen to cautious team member input. Often cautious people will have invested much thought into any issues under discussion. Yes, their cautious approach could be frustrating, but it could also ensure things get done the right first time!

Managing cautious team members is much more effective when leadership understands that these people take their roles seriously. They view their responsibility to the organization as always carrying a safety-first approach. This can sometimes get in the way of them accepting change and wanting to stick to tried and tested processes rather than accepting change for change's sake.

Cautious Team Members Can Keep the Business Safe

Surrounded by risk-takers or team members who welcome constant change, cautious colleagues stick with proven, time-tested solutions. They are certainly open to risks they understand and can see the benefit of but need evidence and research before jumping on board the change.

When change is being discussed, they will question it. Leadership should see this approach as an asset to the team, especially when decisions are likely to impact the business's direction significantly.

One of the dangers when making important business decisions is to allow the excitement and enthusiasm of others to quieten cautious individuals. Cautious team members need time to think, which should be provided to them. Support them; they are your balance and are likely to be the ones that keep the business safe and on track.

Remember that the cautious team member is a resource and a strength. The role of the leader is to understand how best to manage them, so they have the space to add considerable value to team decisions and plans.

If they appear to be sticking with the status quo – take a more extended look at how you explain the proposed change to them; the chances are they will get on board and support the initiative when they fully grasp what's required.

Unity Through Behavioral Revelation

The answer to managing a cautious team member or any team is unity. People are different. Each has its individual and unique behaviors.



Leaders who encourage teams to communicate frequently are more likely to get everyone on the same page. Transformative conversations and exchanges can only happen when each party knows their unique behavior and personality.

Remember, there is great value for leaders to have cautious team members. They tend to be alert and aware of potential challenges and can be a great asset when the business is moving quickly.

Leaders should be ready for questioning and challenges when cautious team members need to make decisions. As a leader, if you have no insight into the behaviors of team members and the

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Differences that need to be managed, cautious people could slow down (not intentionally) progress as they seek to gain answers to their questions and feel they need to be listened to.

Lead Through Managing Differences

Projects and priorities can shift frequently. Without a deep grasp of cautious behavior, you, as a leader, might find yourself out of alignment with your team. So consider this, what is your behavioral style? How will insight into your inherent behavior inform how to manage cautious people? Don't know?

That's your starting point. Get self-awareness and be a much more effective leader. Teams that include cautious individuals need certainty and trust in leadership. Cautious team members won't always get things right and will frustrate others. Hence the leaders need to be laser-focused on what is required to drive the business and the team dynamic.

A simple but effective way to stay across individual behaviors and get a clear picture of how cautious (and other) behavioral styles function is through using and applying a validated behavioral profiling system such as the DNA Natural Discovery process.

Once you've picked this tool, become a champion and ensure that your team uses it to its fullest advantage.

In-Depth Insight at Your Fingertips

You don't need a university degree to understand the discoveries because they can be delivered to your handheld or tabletop device in real time.

In just 10 minutes, you can access your team's behaviors (and they to yours and each other's).

- Powerful behavioral discovery methodology and reporting of 64 core behavioral traits and four communication styles plus 4000 behavioral insights addressing risk, spending, and goal drive behaviors
- A cutting-edge and holistic set of Flexible technology powering scalability. Digital solutions for practical delivery and actionable use in real-time across every employee and client. Unique online processes for matching employees, clients, goals, and solutions using over 1,000 benchmarks, 1,000 data points, and real-time events
- Customization of behavioral management solutions. A wide range of apps delivers personalized information and analysis for individuals, leaders, and consultants. Capability to build your own behaviorally powered applications to solve business problems in all industries
- Here is your opportunity to discover your leadership behavior. It's our gift to you.

To learn more about DNA Behavior International and the solutions we offer, please visit: www.dnabehavior.com

If you have any questions or would like to discuss this with an executive on our team, please email us at: inquiries@dnabehavior.com.

